

ATTACHMENT 5:
INSTRUCTIONS FOR IDENTIFYING OCCUPATIONAL SKILL REQUIREMENTS AND
AWARDING DEVELOPMENTAL IDENTIFIERS (DID)
Suspense: 10 Dec 03

as of 12 Sep 03

Overview: Developmental assignment opportunities will enable officers to gain experience outside their primary specialty. The DID is a tool developed to show experience outside of the individual's Core Specialty (Core ID) or Rated Distribution and Training Management Category (RDTM). The DID is a 3-digit alphanumeric code, based on officer AFSCs. It is awarded to individual officers who are deliberately assigned to developmental assignments and who perform these duties for a minimum of 12 months. For example, a pilot working assignments at AFPC in an 11F (fighter pilot) duty position, may be awarded a DID of 36P (personnel) to identify this experience. Further, the criteria and authority to award the DID is determined by the functional community that owns the DID. In the proceeding example, the personnel functional DID would determine award of the 36P.

The DID homework is two-fold:

1. Atch 7 outlines occupational skill requirements that were determined by various occupational skill studies. What we need you to do is review these requirements and determine if any additional pairings are appropriate for your specific functional development. These inputs should be coordinated with the functional manager and forwarded to AFSLMO/FDO for approval. Not all career fields have identified occupational skill requirements. For these functional areas, we need you to determine those experiences that complement your career field. Let's use personnel again as an example. Since personnel doesn't have any occupational skill requirements associated with it, complimentary experiences for personnel must be identified using the DID Listing at Atch 9. It may be determined that Readiness (21R), Services (34M), Public Affairs (35P), and Finance (65F) are complimentary skills for personnel. These are up to you as the functional to decide. These skill requirements will be used to help provide appropriate developmental experiences for your functional area.
2. Establish management procedures for the DID
 - a. Determine the criteria for awarding a DID.
 - (1). Development team deliberately designates individual officers for developmental opportunities.
 - (2). Some functionals may require technical school for individual officers taking developmental assignments within their career field, i.e. Acquisitions.
 - b. Determine the criteria for grandfathering award of DID
 - (1). Formal review and assessment of individual officer's record.
 - (2). 12 months minimum time in developmental assignment.
 - (3). Determine technical school requirements (if applicable)